Approved For Release 2001/08/07 : CIA-RDP80-01826R001100060070-6

FSEE as a requisite to job application and interview by CIA is not sound.

a) FSEE is only a crude measure of intellectual capacity and is not much better than general standards establishing requisite of academic performance.

b) The use of GRE (Graduate Record Exam. Aptitude Test) scores ~~are possible~~ may be possible at some schools + would be far more significant.

c) The ~~appear~~ requirement for testing prior to interview would do several things

① Deny us the opportunity to talk to highly qualified candidates who object to taking FSEE tests or who for various reasons have not taken the test prior to time our recruiter is on campus

② Create the obligation that CIA interview + require the application of everyone who passes the cutting score of the selected test. This would

Approved For Release 2001/08/07 : CIA-RDP80-01826R001100060070-6

Approved For Release 2001/08/07 : CIA-RDP80-01826R001100100070-6

doubtless be extremely costly of manpower + ~~resources time~~ ~~or~~ secondary screening time.

③ The required ~~secondary~~ screening will necessarily have to relate to personal qualifications rather than intellectual qualifications. This will require either or both ~~submission~~ submission + review of detailed personal information and personal interview and evaluation on qualifications such as verbal skills, interpersonal relationship skills, cultural sufficiences, physical presence etc.

④ Require widespread (National) publicity that specific ~~exam~~ testing + cut off score is a requisite to employment consideration. Such publicity will doubtless produce many more candidates with no assurance of higher quality and unquestioned assurance of a greater number of unacceptable candidates

Approved For Release 2001/08/07 : CIA-RDP80-01826R001100100070-6

Approved For Release 2001/08/07 : CIA-RDP80-01826R001100100070-6

d) The enticement of large number of candidates thru two ~~levels~~ stages of screening i.e a comon test + cutting line and a personal assessment cutting device will necessarily lead to a far larger number of successful candidates than CIA can possibly hire. The final selection process will leave large number of resentful ~~and~~ + disappointed persons who will feel they were led down the ~~the~~ a trail of false hopes. ~~They~~ There will be charges of nepotism, political patronage + discrimination.

If we assume that CIA recruiters are wasting an excessive amount of time interviewing unqualified applicants, the fault is easily remedied. We have not been sufficiently definitive with respect to publishing our basic requirements.

Academic degrees + occupational ~~Gov~~ Govt Experience etc Military service

Approved For Release 2001/08/07 : CIA-RDP80-01826R001100100070-6

Approved For Release 2001/08/07 : CIA-RDP80-01826R001100100070-6

It is certain that different standards should prevail for different fields of employment

Approved For Release 2001/08/07 : CIA-RDP80-01826R001100100070-6